

LITTLE TRAVERSE BAY BANDS OF ODAWA INDIANS
7500 Odawa Circle
Harbor Springs, MI 49740

TRIBAL RESOLUTION # 122213-02

**Amendment to the Legislative Branch Operations Governmental Employee Personnel
Policies Handbook**

- WHEREAS** the Waganakising Odawak Nation, known as the Little Traverse Bay Bands of Odawa Indians, and its citizens are vested with inherent sovereignty and right to self-governance;
- WHEREAS** the Little Traverse Bay Bands of Odawa Indians ("LTBB" or "Tribe") is a federally recognized Indian Tribe under Public Law 103-324, and is a party to numerous Treaties with the United States the most recent of which being the Treaty of Washington of March 28, 1836 (7 Stat. 491) and the Treaty of Detroit of 1855 (11 Stat. 621);
- WHEREAS** the Little Traverse Bay Bands of Odawa Indians Tribal Council has the authority to approve negotiations involving the tribe according to the LTBB Constitution, Article VII, Section D (23);
- WHEREAS** Tribal Council passed a Tribal Resolution #042907-02, approving the Waganakising Odawak Legislative Branch Operations Governmental Employee Personnel Policies Handbook;
- WHEREAS** Tribal Resolution #042907-02 was received by the Executive on May 2, 2007, and with no action being taken by the Executive became enacted and has the force of law as of June, 2, 2007;
- WHEREAS** within the Handbook, Section IV. EMPLOYEE DEVELOPMENT & ENHANCEMENT, B. ANNUAL MONETARY COMPENSATION: *The amount of annual monetary compensation increase will be determined by the regionally adjusted COLA (Cost of Living Allowance) as of December 31st of*

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the previous year with a minimum increase per year of 4% and a maximum increase per year of 8%. . . .

THEREFORE, BE IT RESOLVED that the Little Traverse Bay Bands of Odawa Indians Tribal Council amends the Waganakising Odawak Legislative Branch Operations Governmental Employee Personnel Policies Handbook, Section IV. EMPLOYEE DEVELOPMENT & ENHANCEMENT, B. ANNUAL MONETARY COMPENSATION, to read as follows: *“The amount of annual monetary compensation increase will be determined by the regionally adjusted COLA (Cost of Living Allowance) as of December 31st of the previous year with a minimum increase per year of 1.5% and a maximum increase per year of 8%”* and authorizes the Executive Tribal Chairman to administer his oversight authority to the extent necessary to ensure the administration of such amendment.

CERTIFICATION

As the Tribal Council Legislative Leader and Tribal Council Secretary, we certify that this Tribal Resolution was duly adopted by the Tribal Council of the Little Traverse Bay Bands of Odawa Indians at a regular meeting of the Tribal Council held on December 22, 2013 at which a quorum was present, by a vote of 5 in favor, 2 opposed, 0 abstentions, and 2 absent as recorded by this roll call:

	In Favor	Opposed	Abstained	Absent
Bill A. Denemy	<u>X</u>			
John W. Keshick III		<u>X</u>		
Beatrice A. Law	<u>X</u>			
Michael J. Naganashe				<u>X</u>
Aaron Otto	<u>X</u>			
Winnay Wemigwase		<u>X</u>		
Marcella R. Reyes	<u>X</u>			
Julia A. Shananaquet				<u>X</u>
Regina Gasco Bentley	<u>X</u>			

Date: 12-22-13

Regina Gasco Bentley
Legislative Leader Regina Gasco Bentley

Date: 12-23-13

Julie Shananaquet
Secretary Julia A. Shananaquet

Received by the Executive Office on 12-26-13 by

[Signature]

Pursuant to Article VII, Section D, Subsection 1 of the Little Traverse Bay Bands of Odawa Indians Constitution adopted on February 1, 2005 the Executive concurs in this action of the Tribal Council.

Date: 27 Dec 13

[Signature]
Fred Kiogima, Tribal Chairperson